

EXECUTIVE ORDER 00-01

PROMOTING THE USE OF APPRENTICES IN PUBLIC WORKS PROJECTS

WHEREAS, a highly skilled workforce is essential for enhanced economic growth and the continued prosperity of workers throughout our state;

WHEREAS, apprenticeship is a proven, highly effective training model, as indicated by the 1998 Workforce Training and Education Coordinating Board report, providing consistent wage progression to family wage careers;

WHEREAS, the 1998 Employment Security Department report, *Studies in Industry and Employment*, highlighted that apprenticeship programs in Washington are "effective but underutilized;"

WHEREAS, shortages of skilled construction workers are currently limiting job growth and affecting our state's economy. This "skill gap" problem will continue to grow, due to the large number of skilled worker retirements and increased construction activity throughout the state;

WHEREAS, the responsibility to train the next generation of skilled workers rests with both the public and private sectors;

WHEREAS, the state of Washington is committed to working in partnership with labor and business to create a skilled workforce that reflects the diversity of our population and promotes community development throughout our state, in both urban and rural areas;

WHEREAS, recent actions of the Washington State Apprenticeship and Training Council (WSATC) have made apprenticeships more widely available in the construction industry;

WHEREAS, apprenticeship utilization programs have proven to be effective in the Cities of Seattle and Tacoma, the Port of Seattle, and King County and in the following manners:

- i. the next generation of skilled workers are being trained from within our own communities;
- ii. public resources are being used effectively to construct public facilities in a cost efficient manner, while making training opportunities available to a wide array of people in our state;
- iii. the tax base is expanding, while at the same time reducing unemployment and underemployment; and
- iv. women and minority participation in the workforce is being encouraged and is increasing in the construction trades.

WHEREAS, growing participation in apprenticeship programs today will ensure a viable workforce in the construction trade industry tomorrow;

NOW THEREFORE, I, Gary Locke, Governor of the State of Washington, by virtue of the authority vested in me do hereby direct:

All state agencies under the authority of the Governor shall require the participation of WSATC-registered apprentices in all public works as follows:

1. Minimum Levels of Apprenticeship Participation shall be:

- A. For contracts awarded from July 1, 2000 through December 31, 2002, 10% of total labor hours for projects of more than \$2 million;
- B. For contracts awarded from January 1, 2003 through December 31, 2003, 12% of total labor hours for projects of more than \$2 million;
- C. For contracts awarded from January 1, 2004 forward, 15% of total labor hours for projects of more than \$1 million.

2. Workforce Diversity Goals. The voluntary goal of this executive order is to have as much as one-fifth of the apprentice hours performed by minorities, and one-sixth of the apprentice hours performed by women.

3. Annual Statistics. State agencies shall collect the following data:

- A. the name of each project;
- B. the dollar value of each project;
- C. the date of the contractor's Notice to Proceed;
- D. the number of apprentices and labor hours worked by them, categorized by gender, ethnicity, and trade or craft;
- E. the number of journey-level workers and labor hours worked by them, categorized by gender, ethnicity, and trade or craft; and
- F. the number, type, and rationale for the exceptions granted, pursuant to Section 5.

4. Technical Assistance will be provided by the Department of Labor and Industries' Apprenticeship Section as follows:

- A. offering staff training and development with the Department of General Administration and other agency contract administrators;
- B. disseminating information regarding this executive order to apprenticeship stakeholders during the regular WSATC quarterly meetings;

- C. working together with the Department of General Administration and local communities to forecast and report expected apprentice needs; and
- D. assisting the Department of General Administration in compiling apprenticeship data and determining apprentice availability.

5. Exceptions. Agency directors may adjust the requirements of this executive order, for a specific project for the following reasons:

- A. the demonstrated lack of availability of apprentices in specific geographic areas;
- B. a disproportionately high ratio of material costs to labor hours, which does not make feasible the required minimum levels of apprentice participation;
- C. participating contractors have demonstrated a good faith effort to comply with the requirements of this executive order; or
- D. other criteria the agency director may deem appropriate, which is subject to prior review by the Office of the Governor.

6. State Administrative Agency. The Department of General Administration shall administer this order and execute the following responsibilities:

- A. disseminate information regarding this executive order to affected state agencies and contractors;
- B. develop minimal necessary program processes, documents and forms;
- C. collect statistical data from affected agencies;
- D. summarize and compile agency data by March 1 of each year and provide reports when requested by the Governor; and
- E. make recommendations on modifications or improvements to the process.

7. Subcommittee of State Apprenticeship Council. The Washington State Apprenticeship Council shall appoint a subcommittee to respond to requests from the Department of General Administration for guidance on the exceptions to this executive order described in section 5. The subcommittee shall consist of two representatives of business, two representatives of labor, and one representative of the public.

8. Access to apprenticeship. The State Apprenticeship Council shall work with the Employment Security Department to expand access to apprenticeship programs within each service delivery area of the state employment and training system. The point of access shall be through WorkSource, the state's one-stop system, and shall include a convenient means for individuals to apply for apprenticeship programs.

9. Expanding apprenticeship opportunities. The State Apprenticeship Council shall work with the Workforce Training and Education Coordinating Board to inform parents, educators, and students about opportunities in apprenticeship.

This Executive Order shall take effect immediately.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of the State of Washington to be Affixed at Olympia this 3rd day of February A.D., Two thousand.

GARY LOCKE
Governor of Washington

BY THE GOVERNOR:

Secretary of State